

Fall 1984

NEWSLETTER



Missouri
State

Board of
Nursing

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PLEASE DISTRIBUTE THIS NEWSLETTER WIDELY AND ...
REPRODUCE IT AS YOU WISH.

BARBARA SCHAFFITZEL, R.N.

CAROL JACO, R.N.

APPOINTED TO BOARD

Governor Ashcroft appointed two new members to the Missouri State Board of Nursing. Carol V. Jaco, R.N., Director of Nursing, Charles E. Still Hospital, Jefferson City was appointed on June 1, 1989, her term will expire on June 1, 1993. Ms. Jaco is replacing Brenda Ernst, R.N., Chesterfield, Missouri. Barbara Schaffitzel, R.N., Director of Nursing, Lester E. Cox Medical Center, North, Springfield, was also appointed to the Board on June 1, 1989. Her term will expire on June 1, 1992. Ms. Schaffitzel is replacing Jacqueline Hartz, R.N., Catawissa, Missouri.

PROPOSED RULE CHANGES

Proposed Amendments to 4 CSR 200-4.020 "Requirements for Licensure", were filed with the Secretary of States office on August 11, 1989. The proposed amendments are published in the September 1, 1989 Missouri Register. A copy of the proposed amendments may be obtained by contacting the Missouri State Board of Nursing.

Proposed Amendments to 4 CSR 200-4.010 - General Rules - Fees, were filed with the Secretary of States office on August 11, 1989. The proposed amendments are published in the September 1, 1989 Missouri Register. A copy of the proposed amendments may be obtained by contacting the Missouri State Board of Nursing.

PROFESSIONAL MINIMUM STANDARDS TASK FORCE UPDATE

ADVANCED PRACTICE TASK FORCE UPDATE

The Professional Minimum Standards Task Force met on June 19, 1989 at the Harry S Truman State Office Building. The meeting was a "working meeting" with the members breaking out into groups to look closely at certain portions of the Minimum Standards. The next meeting will be held on October 9, 1989 at the Harry S Truman State Office Building.

The Advanced Practice Task Force will hold a meeting on September 18, 1989 at the Harry S. Truman State Office Building. The task force continues to study the feasibility of regulating advanced practice.

PHILOSOPHY FROM FLO

FLORENCE STILLMAN, R.N., M.S.N.

EXECUTIVE DIRECTOR

A most exciting thing has happened!! Missouri applied for and has been selected as a field test state for the National Council of State Boards of Nursing's Computerized Adaptive Testing Project. We are most pleased to have been selected to participate in this important and innovative project.

The "CAT" project began with a feasibility study which was considered to be positive. The Delegate Assembly then voted for the continuation of that project and item writing began. The same format was utilized for selecting item writers for "CAT" as is utilized for the NCLEX-RN and PN and every state had the opportunity to submit recommendations to the National Council of State Boards of Nursing for item writers. From items prepared, software was then developed that utilized items considered appropriate for determining nursing licensure.

Next a pilot project was run utilizing nursing licensure examinees in a mock test situation and each prospective nurse in the project was able to successfully use the software to take the "CAT" test. Their reactions were highly favorable so the Delegate Assembly of NCSBN voted in 1988 to proceed to Phase II of the project.

Since that time the committee has worked on several key tasks which must be accomplished including security measures, legal analysis, operational issues and psychometric issues. They are now ready to move on to the important items of developing procedure manuals, field test materials, checklists and the most exciting portion for us, field testing the edited item pool.

The "CAT" project appears to be progressing as expected when I review the time line prepared by that committee. Selection and notification of field tests sites was timed for July, 1989, with identification of schools with candidates that fit sample requirements in December 1989, selection of candidates in February 1990, and subsequent field testing in July 1990 and February 1991. Missouri has been scheduled to field test the February 1991 NCLEX-RN. There is a lot of work to be done between now and then. We have many questions to be answered but the idea is so stimulating that I'm certain we will have little difficulty motivating schools and candidates to participate.

Eight states and four alternates were selected by National Council of State Boards of Nursing as field test sites from the almost thirty who volunteered. There is a great deal of excitement expressed by all in anticipation of this project. There is also loads of envy expressed by those states who volunteered and were not fortunate enough to be selected. The selected states are as follows:

PHILOSOPHY FROM FLO (CONTINUED)

- Area I
 - Oregon
 - California
 - Idaho - Alternate
- Area II
 - Illinois
 - Missouri
 - Ohio - Alternate
- Area III
 - Mississippi
 - Texas
 - Georgia - Alternate
- Area IV
 - New York
 - New Jersey
 - Maryland - Alternate

Primary among the issues to be researched in this phase of the project are operational issues such as logistics, costs, staffing and computer needs. Other issues include security procedures, legal and psychometric issues.

"CAT" is a milestone in licensure history. I have dreamed wished and hoped for the day that we could cease the antiquated paper and pencil "show" that we produce four (4) times every year. It's a highly efficient inefficiency. It's very difficult to believe that the ability to practice safely can be determined accurately by a paper and pencil test. Computer exams are much newer and reportedly more effective and accurate at determining entry level knowledge than can be done with paper and pencil. The Board staff have become efficiency experts at delivering the NCLEX to large numbers of people at once and at the same time complying with security measures, and all other rules and regulations established for the purpose of assuring stability and standardization leading to the ability for endorsement. There is however a great deal of inefficiency which is innately a part of the process. I am hoping we can see many of the inefficiencies deleted, dissatisfaction, stresses and long waiting periods minimized for the benefit of both nurses and employers.

We will receive more specific direction and additional information as we progress through the processes involved in this most new and innovative project and will pass it on to you as we receive and understand it. Hope you are as excited as we are. If you have questions please call. Carol and I will be glad to discuss this, our latest project.

BOARD OF NURSING COMMITTEES
1989-1990

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COMMENTS FROM CAROL
CAROL HARTIGAN THARP, R.N., M.A.
ASSOCIATE EXECUTIVE DIRECTOR

As usual, the annual Delegate Assembly of the National Council of State Boards of Nursing brought about some changes which will have an impact in Missouri. Some of the major actions of the 1989 Delegate Assembly held in August in regards to licensure examinations are as follows:

VOTED TO EXTEND THE CTB-MCGRAW HILL CONTRACT TO PROVIDE THE NCLEX LICENSURE EXAMINATIONS FOR TWO MORE YEARS,

VOTED TO CONDUCT REGULARLY SCHEDULED RN AND PN JOB ANALYSES NO LESS FREQUENTLY THAN EVERY THREE YEARS AND ROTATED SO THAT ANALYSES DO NOT OCCUR SIMULTANEOUSLY, AND

VOTED TO ADOPT THE PROPOSED REVISION OF THE NCLEX-PN TEST PLAN.

The Missouri State Board of Nursing mailed copies of the draft of the NCLEX-PN test plan in December 1988 to Coordinators of Schools of Practical Nursing for review and comment. Included with this memo was a question and answer document prepared by the National Council to clarify aspects of the proposed test plan. The National Council has allowed us to reprint the newly adopted NCLEX-PN Test Plan in this newsletter; however, to receive a typeset copy for your use, you may contact the NCSBN office regarding price and date of availability.

The next step in implementation of the new test plan is finalizing the Knowledge, Skills and Abilities statements for the detailed test plan. Missouri is proud to be the home of Patricia Winberg, BSN, Resource Instructor at the Kansas City Board of Education Practical Nursing Program. Pat has been hired as a consultant by NCSBN to write the KSA statements for the detailed test plan. The Examination Committee expects the KSA statements to be finalized by April, 1990.

The next step would then be standard setting for the new test plan. Remember that each time the test plan is revised, a new passing standard must be set, as was the case for the new NCLEX-RN Test Plan in 1988. First administration of the new NCLEX-PN examination is targeted for October, 1990.

Anyone who is interested in receiving a copy of the NCSBN question and answer document concerning the test plan is encouraged to write the the Missouri State Board of Nursing to request a copy.

COMMENTS FROM CAROL (CONTINUED)

It is important to keep in mind that the job analysis studies will potentially impact nursing school curricula each time they are done. One component of a legally defensible licensure examination is that the examination tests current entry level practice. If a job analysis study indicates a change in entry level practice from the last study, the potential result is a change in the existing test plan. A change in the test plan necessitates evaluation of the passing standard. And, critical to programs of nursing, a change in the test plan also necessitates an evaluation of the current curriculum to be sure that it is congruent with actual entry level practice.

Additional information provided at convention by the Examination Committee concerned a more clear answer to that always-asked question, "How many questions do I have to answer correctly in order to receive a passing designation?" The Examination Committee offers the following APPROXIMATIONS:

NCLEX-RN - There are approximately 360 questions on the RN exam (four, ninety-minute booklets; one minute per question). Of those 360 questions, approximately 300 are REAL items (not tryout questions; a real item is used to determine a passing designation). Of the 300 real items, approximately $\frac{2}{3}$, or 200 questions would need to be answered correctly in order to achieve a passing designation.

NCLEX-PN - There are approximately 240 questions on the LPN exam (two, two hour booklets; one minute per question). Of those 240 questions, approximately 204 are REAL items. Of the 204 real items, approximately $\frac{2}{3}$, or 136 questions would need to be answered correctly in order to achieve a passing designation.

Finally, the diagnostic profile for unsuccessful candidates has been enhanced to assist failure candidates in preparing for subsequent examinations. If a candidate's examination has already been handscored as a part of the quality assurance service which calls for automatic handscoring of examinations which fall near the point of minimum competence, the diagnostic profile will indicate that handscoring was done. The Examination Committee is finalizing other proposed improvements in the diagnostic profile. We will report any other changes in this newsletter as they occur.

I would also like to remind faculty in schools of professional nursing that the detailed NCLEX-RN Test Plan is available for purchase by schools or students from the National Council for a cost of \$3.00.

VISIT WITH VADA

VADA E. ARROWOOD, R.N., M.S., Ed.

NURSING EDUCATION COORDINATOR

NLN'S BIENNIAL CONVENTION - SEATTLE, WASHINGTON

To borrow a phrase from one of Sister Rosemary Donnelly's addresses and one which was paraphrased by a friend of mine, the past 19th Biennial Convention of the National League for Nursing was a "Kinder and Gentler" convention from some of those in the past. This convention passed resolutions titled:

1. Opposition to AMA's RCT Proposal
2. The Community College of Nursing Alternative to the RCT Proposal
3. Service-Education Collaboration for Career mobility
4. Educational Articulation
5. Gerontologic component of Nursing Education
6. The Challenge of Learning Styles
7. Human caring as a Public Agenda
8. Handling of Infectious Waste
9. Support of Greater Consumer Access to Nursing
10. Support for Innovative Curricula for Nursing Education
11. Elimination of Tuberculosis by the year 2010
12. Resolution Honoring Congressman Claude Pepper

Many of these resolutions are corollary to NLN's manifesto which promotes that nursing education must be accessible to as well as accomplishable for prospective students.

The convention's educational sessions were well attended and included programs on accreditation, curriculum designs and evaluations, technology in nursing education, students learning styles and expectations and creating learning pathways (only to name a few).

As I read the "promos" describing the Keynote speaker, I wondered how she would be pertinent when there seemed to be no apparent relationship between Linda Ellerbee and nursing. Her first remarks acknowledged her lack of insight into nursing or nursing problems. However, relativism to women's issues became apparent very early in her remarks. She recalled the many inequities which occurred from being a woman competing in a man's world. Many of us have experienced similar situations on some occasion or another, however, the similarity probably ends there. Her candor was humorous, shocking and often unacceptable in most areas of nursing and nursing education. None-the-less, as a Keynoter, she certainly exhibited a sometimes overlooked need to be able to laugh at ourselves.

I found it interesting that NLN is developing new guidelines and criteria for accreditation of schools. NLN's policies and procedures have recently been reviewed by the United States Department of Education. This process began with a self-study which was submitted in January, 1989 and concluded with a site visit last March, 1989. The site visit report contained high commendations for thoroughness and expert qualifications of board members and staff, the Helene Fuld Foundation's "Educational Outcomes Study", and NLN Division of Research's

VISIT WITH VADA (CONTINUED)

"Newly Licensed Nurse Survey". The report also included concerns regarding absence of objective, verifiable outcome measures, absence of consistency/uniformity across councils and public accountability and disclosure relative to warnings and time periods between reviews. These concerns resulted in several recommendations being made by the Committee on Accreditation to the NLN Executive Committee. The central theme of these recommendations is that a outcome-oriented criteria for accreditation be developed. The final outcome of the review is that NLN continues to be fully recognized by the United States Department of Education as the national accrediting agency for associate, baccalaureate and higher degree, diploma and practical nursing programs.

Brigadier General Clara L. Adams-Ender, MMAS, MSN, RN, Chief, Army Nurse Corps presented the Dorothy Novello Memorial Lecture. The title of her topic was "Health Policy-What will the Next Decade Demand?" Her address cited three major trends as having significant impact on nursing:

1. Technology: Computers will be commonplace. They will be smaller and more widely used.
2. Education: There will be expansion in education and training programs. The cost of nursing education will increase. The number of Associate Degree Nursing Programs will increase. There will also be a shortage of qualified nurse educators. Assessing educational outcomes will be paramount. Outcomes must include the understanding of cultures.
3. Increased Specialization: There will be increased specialization. Excellence across all areas will not be possible because of the needs of the patient.
4. The status of nursing will be elevated: The use of assistants will also increase. The educational entry level will be resolved by specialization.

Adams-Ender discussed Waterman's "Four Specific Actions to Resolve Health Care Challenges" as:

1. Promote Team Work - The lack of team-work leads to poor outcomes. Team work is essential at all levels.
2. Develop Trust Relationships - Must resolve "We-They" positions. This would empower the workforce.
3. Be involved in politics - Politics are always present.
4. Learn to pursue and wield power - Necessary for patient care and the nurse's advocacy role, but this power must be shared.

I felt these were interesting comments. I'm not sure who has the only accurate crystal ball to forecast nursing's future, but it is good to listen to those who contemplate the future and are certain enough to make predictions. There is hope and challenge in Adams-Ender's comments for all of nursing education.

VISIT WITH VADA (CONTINUED)

Once again, this was an important nursing conference! I believe NLN's vision is syntactical with nursing issues of concern. I will close this article with their Biennium goals;

1. Strengthen nursing's role in the promotion of quality health care that is both accessible and affordable.
2. Promote quality in nursing practice.
3. Assure quality in nursing education.
4. Enhance a consumer partnership in activities to attain the goals of the organization.
5. Develop creative approaches to the resolution of health care problems through collaboration.
6. Implement organization restructuring of NLN to support flexibility for future growth and development.
7. Ensure the financial solvency of the organization through sound management of resources and creation of additional revenue-generating activities.

EXAMINATION DATES AND DEADLINES

<u>EXAMINATION DATE</u>	<u>TYPE</u>	<u>NCLEX DEADLINE</u>	<u>BOARD DEADLINE</u>
OCTOBER 25, 1989	LPN	AUGUST 20, 1989	SEPT. 10, 1989
FEBRUARY 6-7, 1990	RN	DECEMBER 12, 1989	DEC. 22, 1989
APRIL 18, 1990	LPN	FEBRUARY 21, 1990	MARCH 2, 1990
JULY 11-12, 1990	RN	MAY 16, 1990	MAY 26, 1990

CONGRATULATIONS PANEL OF CONTENT EXPERTS

The Examination Committee of the National Council of State Boards of Nursing, Inc., nominated the following individuals to serve on the Panel for NCLEX-RN in Monterey, California:

Judith Johnson, St. Joseph, Missouri
Jo Ellen Craghead, Mexico, Missouri
Cynthia Dixon, (Alternate) Lancaster, Missouri

PROFESSIONAL AND PRACTICAL SCHOOLS

BOARD DECISIONS JUNE 20-23, 1989

JEFFERSON COLLEGE, HILLSBORO, MISSOURI.

REQUEST: Approval for use of St. John's Skilled Nursing Facility for the Fall 1989 semester.

DECISION: Approved contingent upon satisfactory site survey.

CENTRAL MISSOURI STATE UNIVERSITY, WARRENSBURG, MISSOURI.

REQUEST: Approval for use of the Central Missouri State University Student Health Center, Warrensburg Senior Center and Johnson County Community Health Service as additional clinical facilities.

DECISION: Approved.

MOBERLY AREA JUNIOR COLLEGE, ADN PROGRAM, MOBERLY, MISSOURI.

REQUEST: Approval of five year site-survey report.

DECISION: Approved with recommendations.

REQUEST: Approval for use of Boone Hospital, Columbia, Missouri as an additional clinical facility.

DECISION: Approved.

MOBERLY AREA JUNIOR COLLEGE, PRACTICAL NURSING PROGRAM, MOBERLY, MISSOURI.

REQUEST: Approval of five year site-survey report.

DECISION: Approved with recommendations.

REQUEST: Approval for use of Moberly Regional Medical Center, Moberly, Missouri as an additional clinical facility.

DECISION: Approved.

REQUEST: Approval for an increase in student enrollment.

DECISION: Approved.

DEACONESS COLLEGE OF NURSING, DIPLOMA PROGRAM, ST. LOUIS, MISSOURI.

REQUEST: Approval of five year site-survey report.

DECISION: Approved with recommendations.

PROFESSIONAL AND PRACTICAL SCHOOLS (CONTINUED)

EAST CENTRAL COLLEGE, UNION, MISSOURI.

REQUEST: Approval for a change in the number of course hours.

DECISION: Approved.

SIKESTON PUBLIC SCHOOL'S PRACTICAL NURSING PROGRAM, SIKESTON, MISSOURI.

REQUEST: Approval of five year site-survey report.

DECISION: Approved with recommendations.

REQUEST: Approval of proposed curriculum changes.

DECISION: Approved.

MISSOURI SOUTHERN STATE COLLEGE, JOPLIN, MISSOURI.

REQUEST: Approval of five year site-survey report.

DECISION: Approved.

JEWISH HOSPITAL OF ST. LOUIS SCHOOL OF NURSING, ST. LOUIS, MISSOURI.

REQUEST: Approval of five year site-survey report.

DECISION: Approved with recommendations.

ST. LOUIS UNIVERSITY SCHOOL OF NURSING, ST. LOUIS, MISSOURI.

REQUEST: Approval of five year site-survey report.

DECISION: Approved with recommendations.

ST. LUKE'S HOSPITAL OF KANSAS CITY SCHOOL OF NURSING, KANSAS CITY, MISSOURI.

REQUEST: Approval of five year site-survey report.

DECISION: Approved with recommendations.

REQUEST: Approval for use of Crittendon Center, Kansas City, Missouri as an additional clinical facility.

DECISION: Approved.

KIRKSVILLE AVTS PRACTICAL NURSING PROGRAM, KIRKSVILLE, MISSOURI.

REQUEST: Approval of five year site-survey report.

DECISION: Approved with recommendations.

PROFESSIONAL AND PRACTICAL SCHOOLS (CONTINUED)

KIRKSVILLE AVTS PRACTICAL NURSING PROGRAM, KIRKSVILLE, MISSOURI.

REQUEST: Approval to appoint a faculty member to their staff who is lacking a portion of the clinical experience required in Minimum Standards for Accredited Programs of Practical Nursing.

DECISION: Approved.

PIKE AND LINCON COUNTIES AVTS PRACTICAL NURSING PROGRAM, EOLIA, MISSOURI.

REQUEST: Approval of five year site-survey report.

DECISION: Approved with recommendations.

NORTHEAST MISSOURI STATE UNIVERSITY BSN PROGRAM, KIRKSVILLE, MISSOURI.

REQUEST: Approval of five year site-survey report.

DECISION: Approved with recommendations.

STATE FAIR COMMUNITY COLLEGE ADN PROGRAM, SEDALIA, MISSOURI.

REQUEST: Approval of five year site-survey report.

DECISION: Approved with recommendations.

MINGO JOB CORPS PRACTICAL NURSING PROGRAM, PUXICO, MISSOURI.

REQUEST: Approval of consultation visit. (Initial Accreditation)

DECISION: Approved.

MINERAL AREA COLLEGE ADN PROGRAM, FLAT RIVER, MISSOURI.

REQUEST: Approval of proposal for advanced placement of LPN's into the ADN program.

DECISION: Approved.

REQUEST: Request approval for use of Camelot Nursing Center as an additional clinical facility.

DECISION: Approved contingent upon satisfactory site-survey report.

REQUEST: Approval for an increase in student enrollment.

DECISION: Approved.

PROFESSIONAL AND PRACTICAL SCHOOLS (CONTINUED)

PENN VALLEY COMMUNITY COLLEGE, KANSAS CITY, MISSOURI.

REQUEST: Request approval of proposed pilot of Bridge Program alternate delivery system.

DECISION: Approved.

REQUEST: Approval for an increase in student enrollment.

DECISION: Approved.

ST. LOUIS BOARD OF EDUCATION PRACTICAL NURSING PROGRAM, ST. LOUIS, MISSOURI.

REQUEST: Approval for a change in curriculum hours.

DECISION: Approved.

COLUMBIA COLLEGE ADN PROGRAM, COLUMBIA, MISSOURI.

REQUEST: Approval for use of Mid-Missouri Mental Health Center, Columbia, Missouri as an additional clinical facility.

DECISION: Approved.

CAPE GIRARDEAU AVTS PRACTICAL NURSING PROGRAM, CAPE GIRARDEAU, MISSOURI.

REQUEST: Approval of five year site-survey report.

DECISION: Approved with recommendations.

OMAR GIBSON AVTS PRACTICAL NURSING PROGRAM, REEDS SPRING, MISSOURI.

REQUEST: Approval for an increase in student enrollment.

DECISION: Approved.

ST. LOUIS COMMUNITY COLLEGE AT MERAMEC, ST. LOUIS, MISSOURI.

REQUEST: Approval for an increase in student enrollment.

DECISION: Approved contingent upon receipt of completed required request form. Letter of concern sent to program because request was not submitted on the required form and was not received by the agenda deadline.

SCHOOL DISTRICT OF JOPLIN PRACTICAL NURSING PROGRAM, JOPLIN, MISSOURI.

REQUEST: Request approval for an increase in student enrollment.

DECISION: Approved. Letter of concern sent to program because enrollment was increased prior to Board of Nursing approval being granted for the increase.

PROFESSIONAL AND PRACTICAL SCHOOLS (CONTINUED)

MINERAL AREA COLLEGE PRACTICAL NURSING PROGRAM, FLAT RIVER, MISSOURI.

REQUEST: Request approval for a change in credit hours.

DECISION: Approved.

THREE RIVERS COMMUNITY COLLEGE, POPLAR BLUFF, MISSOURI.

REQUEST: Approval for an increase in student enrollment.

DECISION: Approved.

NORTHWEST MISSOURI AVTS PRACTICAL NURSING PROGRAM, MARYVILLE, MISSOURI.

REQUEST: Approval for an increase in student enrollment.

DECISION: Approved.

KANSAS CITY BOARD OF EDUCATION PRACTICAL NURSING PROGRAM, KANSAS CITY, MISSOURI.

REQUEST: Approval for an increase in student enrollment.

DECISION: Approved.

REQUEST: Approval to appoint a faculty member who does not meet the faculty requirements outlined in Minimum Standards for Accredited Programs of Practical Nursing.

DECISION: Approved.

REQUEST: Approval of interim site-visit.

DECISION: Approved.

NORTH CENTRAL MISSOURI COLLEGE PRACTICAL NURSING PROGRAM, TRENTON, MISSOURI.

REQUEST: Approval for an increase in student enrollment.

DECISION: Approved one time only.

BARNES HOSPITAL SCHOOL OF NURSING, ST. LOUIS, MISSOURI.

REQUEST: Approval of proposal to initiate a BSN Program.

DECISION: Approved.

PROFESSIONAL AND PRACTICAL SCHOOLS (CONTINUED)

NORTH CENTRAL MISSOURI COLLEGE ADN PROGRAM, TRENTON, MISSOURI.

REQUEST: Approval of response to five-year survey recommendations.

DECISION: Letter of concern sent to program stating completion of Anatomy and Physiology I and II as prerequisites does not constitute a reduction in nursing hours of the program.

UNIVERSITY OF MISSOURI - COLUMBIA, COLUMBIA, MISSOURI.

REQUEST: Approval of response to five-year survey recommendations.

DECISION: Approved.

NORTH CENTRAL MISSOURI COLLEGE PRACTICAL NURSING PROGRAM, TRENTON, MISSOURI.

REQUEST: Approval of response to five-year survey recommendations.

DECISION: Approved.

MISSOURI BAPTIST MEDICAL CENTER, ST. LOUIS, MISSOURI.

REQUEST: Approval of response to five-year survey recommendations.

DECISION: Approved.

MEXICO PUBLIC SCHOOL'S PRACTICAL NURSING PROGRAM, MEXICO, MISSOURI.

REQUEST: Approval of response to five-year survey recommendations.

DECISION: Approved.

****CLINICAL SITE SURVEY REPORTS APPROVED BY THE BOARD****

WILLOWCREST HOSPITAL, MIAMI, OKLAHOMA
SPRINGFIELD PARK CENTRAL HOSPITAL, SPRINGFIELD, MISSOURI
ST. LOUIS STATE HOSPITAL, ST. LOUIS, MISSOURI
CHARITON VALLEY CARE CENTER, KIRKSVILLE, MISSOURI
LIBERTY HOSPITAL, LIBERTY, MISSOURI
SULLIVAN NURSING CENTER, SULLIVAN, MISSOURI
WASHINGTON COUNTY MEMORIAL HOSPITAL, POTOSI, MISSOURI
CARROLLTON NURSING CENTER, CARROLLTON, MISSOURI

HAWTHORN'S CHILDREN PSYCHIATRIC HOSPITAL, ST. LOUIS MISSOURI - APPROVED
PENDING RECEIPT OF THE PHILOSOPHY AND OBJECTIVES OF THE FACILITY.

LPN/IV THERAPY COURSE DECISIONS

MINERAL AREA COLLEGE LPN/IV THERAPY COURSE, FLAT RIVER, MISSOURI.

REQUEST: Approval of proposed change in faculty and clinical facility for their Board approved LPN/IV Therapy Course.

DECISION: Approved.

JEFFERSON MEMORIAL HOSPITAL, CRYSTAL CITY, MISSOURI.

REQUEST: Approval for a change in the time frame for offering their Board approved LPN/IV Therapy Course.

DECISION: Approved contingent upon results of evaluation of the change.

NATIONAL MEDICAL CARE INC., MERRIAM, KANSAS.

REQUEST: Approval of LPN/IV Therapy Course Proposal.

DECISION: Approved.

NURSING EDUCATION AND MANAGEMENT DEVELOPMENT SYSTEMS, ST. LOUIS, MISSOURI.

REQUEST: Approval of LPN/IV Therapy Course Proposal.

DECISION: Approved with concerns expressed by the Board in regard to the faculty/student clinical ratio.

LPN/IV THERAPY DECISIONS

JUNE 20-23, 1989

REQUEST: May IV Approved LPN's obtain Pulmonary Capillary Wedge Pressure (PCWP) by injecting air or sterile saline to inflate the balloon of a Swan Ganz catheter and then remove the air or saline to deflate the balloon?

DECISION: IV Approved LPN's may not do Pulmonary Capillary Wedge Pressure.

REQUEST: May IV Approved LPN's obtain blood samples from a Swan Ganz catheter?

DECISION: IV Approved LPN's with proper additional education may draw blood samples from a multi-lumen catheter.

LPN/IV THERAPY DECISIONS CONTINUED

- REQUEST: May IV Approved LPN's hang IV fluids and tubing on a Swans Ganz catheter?
- DECISION: IV Approved LPN's may hang IV fluids and tubings on a multi lumen catheter device.
- REQUEST: May IV Approved LPN's obtain blood samples from an arterial line using a stopcock?
- DECISION: IV Approved LPN's may not draw blood from an arterial line.
- REQUEST: May IV Approved LPN's hang IV fluids and tubing on an arterial line, utilizing a pressure bag for the fluids?
- DECISION: IV Approved LPN's may not change IV fluids and tubing on an arterial line.
- REQUEST: May IV Approved LPN's hang IV fluids, IVPB medications, and draw blood samples from a Port-A-Cath that is already accessed and is either Heparin locked or has a continuous IV infusing?
- DECISION: IV Approved LPN's with additional education may hang IV fluids, IVPB medications and draw blood samples from Port-A-Caths that are already accessed.
- REQUEST: Whether Heparin 1500 units in 1 1/2cc injected into a dialysis shunt is considered to be an IV push and may the LPN who has completed the LPN/IV Course but not had a Dialysis Course perform the procedure?
- DECISION: IV Approved LPN's with additional dialysis certification may inject Heparin into a dialysis shunt.
- REQUEST: May LPN's administer fat emulsifiers?
- DECISION: IV Approved LPN's may administer fat emulsifiers.
-

EMPLOYEE OF THE SEASON LIANE PIERSON

Congratulations to Liane Pierson, Secretary II who received the Spring 1989 "Employee of the Season Award".

News Bulletin From VADA

Revised Accreditation Schedule

For years there have been only two professional staff persons employed by the Missouri State Board of Nursing. Disregarding the fact that the number of licensed nurses and nursing schools have greatly increased, these two professional staff persons were attempting to accomplish all the functions relegated to the nursing board. As a result, some functions had to be postponed until time permitted. This resulted in some schools not being resurveyed five years from their previous survey. Now that professional staff has been increased, there is a need to redistribute the dates of school surveys. Redistribution will allow a manageable number of surveys to be scheduled annually. Such action is imperative to allow Board members to conduct surveys and still attend to their program's needs. The bottom line is, your school may be resurveyed exactly five years from your previous survey or it may be placed in a four-year or six year time frame. Some schools will be affected by this staggered schedule, but it is a one time occurrence and then we can all return to a regular five year cycle.

The following list contains the names of schools which will be scheduled for surveys through 1995:

Scheduled for 1990

Columbia Public Schools PN
South Central AVTS PN
Rolla Public Schools PN
Springfield Board of Education PN
Waynesville AVTS PN
Hannibal/LaGrange ADN
Southwest Missouri State
West Plains ADN
Lincoln University ADN
Central Methodist College ADN
Burge School of Nursing
St. John's School of Nursing

Scheduled for 1991

Boonslick AVTS PN
Warrensburg AVTS PN
Southeast Missouri State
University BSN
St. Louis Community College
—Forest Park ADN
Penn Valley Community
College ADN
Northwest Missouri AVTS PN
Washington AVTS PN
St. Louis Community College
—Meramec ADN
Omar Gibson PN
Southeast Missouri State
University ADN
St. Louis Community College
—Florissant Valley ADN
St. Charles County Community
College ADN
St. Charles County Community
College PN

Scheduled for 1992

Saline County Career Center PN
Jefferson College PN
Kansas City Board of Education PN
Central Missouri State
University BSN
Jefferson College ADN
East Central College ADN
Moberly Area Junior College ADN
Mineral Area College ADN
Joplin School District PN
N.S. Hillyard PN
Avila College BSN
Lutheran Medical Center School
of Nursing

Scheduled for 1993

Poplar Bluff School District PN
Crowder College ADN
Mo. Baptist Medical Center School
of Nursing
Kennett AVTS PN
Nevada AVTS PN
North Central Missouri College PN
Missouri Southern State
College ADN
Sikeston School District PN
Three Rivers Community
College ADN
Mexico AVTS PN
North Central Missouri
College ADN
Park College—Parkville ADN
Cape Girardeau AVTS PN

Scheduled for 1994

Hannibal AVTS PN
Moberly Area Junior College PN
St. Louis Board of Education PN
Research College of Nursing BSN
State Fair Community College ADN
Kirksville AVTS PN
Northeast Missouri State University
St. Louis University BSN
Culver-Stockton/Blessing
Rieman College
U.S. Army Reserves PN
Missouri Western State College BSN
Maryville College BSN
Pike/Lincoln AVTS PN
William Jewell College BSN
Deaconess College of Nursing BSN

Scheduled for 1995

Columbia Practical Nursing Program
South Central AVTS PN
Burge School of Nursing
Hannibal/LaGrange ADN
Southwest Missouri State
—West Plains ADN
Rolla AVTS PN
Springfield Board of Education PN
St. John's School of Nursing
Lincoln University ADN
Waynesville AVTS PN
Central Methodist College ADN
Nichols Career Center PN
University of Missouri-Columbia BSN
State Fair Community College PN
Columbia College ADN

NURSING PRACTICE DECISIONS

JUNE 20-23, 1989

REQUEST: Whether an allergy technologist must be a licensed nurse in the State of Missouri?

DECISION: The administration of allergy tests and allergy medications, orally and by injection requires a licensed nurse or physician.

REQUEST: Board decision in regard to the following situation: An insulin-dependent diabetic who is not epileptic and whose blood sugar when last checked a few hours ago was 130mg. has a seizure at home, what immediate action should the nurse take? Can she legally administer glucagon or should she transport the patient to a hospital for treatment?

DECISION: A nurse can administer glucagon in the home with a physicians order or standing protocol.

REQUEST: What is the Board's opinion regarding re-dosing epidural catheters using Morphine, Fentanyl or other narcotics, by registered nurses who have been inserviced and approved by anesthesia personnel? What is the liability of the registered nurse?

DECISION: With additional education and experience in the administration of anesthetics, registered nurses may administer drugs for the purpose of anesthesia per epidural injections/infusions. The administration of drugs for the purpose of analgesia per epidural injection/infusion is within the scope of registered nurse practice with advanced education and experience. Please consult an attorney regarding civil liability vs. licensure liability. This is not within the scope of practice for the IV Certified LPN.

REQUEST: Board opinion regarding nurses being requested to perform procedures which they are not trained and/or educated to perform.

DECISION: The hallmark of a professional is knowing the limits of one's knowledge. In order to function as a professional a nurse must have specialized education, judgement and skill. A nurse who functions without adequate education, judgement and skill is subject to disciplinary action. The responsibility for determining whether that education, judgement and skill is adequate rests with the individual nurse and the profession of nursing.

NURSING PRACTICE DECISIONS (CONTINUED)

REQUEST: Board consideration of "Proposal for Nurse Midwifery Practice Acknowledgment".

DECISION: Request was denied on the basis that the Board of Nursing at this time has no legal authority to recognize specific advanced practitioners. The Board has gone on record as recognizing advanced practitioners as a group.

REQUEST: In this state can unlicensed persons perform the following functions:

1. Maintain patient contact and patient assessment skills.
2. Maintain psychomotor skills:
 - a. Maintain and develop proper skills in intravenous line (peripheral) placement.
 - b. Maintain and enhance proper skills in feeding tube and NG tube placements.
 - c. Maintain and enhance proper skills in the placement of foley catheters.
 - d. Maintain and develop proper skills in the drawing of blood and arterial blood gases.
 - e. Maintain and develop proper skills in the assessment of patient vital signs.
3. Assist in the development of criteria and teaching techniques in the above targeted areas.

DECISION: A through D of objective number two are considered a part of nursing practice and therefore require a license to perform. Objective number two (2) E may be done by an unlicensed person at the level of obtaining vital signs and identifying deviations from normal. Individuals who are not licensed persons may only function in the capacity of unlicensed persons when they are functioning outside of their educational program

REQUEST: Board clarification of the role of a graduate nurse who is unsuccessful on the licensure examination.

DECISION: A graduate nurse who is unsuccessful on the licensure examination can not function as a licensed nurse and may function in the role of a nurse attendant or as an unlicensed person and may not maintain the title of graduate nurse.

 DIRECTIONS TO THE MEETING OF THE MISSOURI STATE BOARD OF NURSING

East of the State via I-70

Exit at the Kingdom City-Highway 54 West-State Capitol Exit.
 Proceed on Highway 54 West (You will cross the Missouri River Bridge).
 Exit at the Highway 50 East Exit.
 Proceed east on Highway 50 to the Broadway Street exit and turn left.
 * (See below)

West of the State via I-70

Exit at the Highway 63 South-Jefferson City Exit (in Columbia).
 Proceed south on Highway 63.
 Exit at the Highway 54 West Exit (will cross the Missouri River Bridge).
 Exit at the Highway 50 East exit.
 Proceed east on Highway 50 to the Broadway Street exit and turn left.
 * (See below).

West of the State via Highway 50

Proceed east on Highway 50 to the Broadway Street Exit.
 Turn left at the stop light onto Broadway.
 * (See below).

East of the State via Highway 50

Proceed west on Highway 50 to the Broadway Street Exit.
 Turn right at the stop light onto Broadway.
 * (See below).

* NOTE:

Continue on Broadway two (2) blocks to the corner of Broadway and High Streets.
 The Truman Building is on your left. The meeting is being held in Room 400.
 There is an Information Desk at each entrance, please ask for directions to Room 400.

Parking is very limited. Please allow time to search for parking. There are several parking lots and some on-street parking, but during business hours, they are usually occupied.

REGULAR BOARD MEETING DATES AND AGENDA DEADLINES

<u>MEETING DATE</u>	<u>AGENDA DEADLINE</u>
OCTOBER 10-13, 1989	SEPTEMBER 19, 1989
JANUARY 8-12, 1990	DECEMBER 18, 1989
APRIL 2-6, 1990	MARCH 12, 1990
JUNE 18-22, 1990	MAY 25, 1990

MESSAGE FROM MELINDA
MELINDA SANDERS, R.N., M.S.N.
DISCIPLINE COORDINATOR

This issue of the Newsletter is the first in a series of articles regarding chemically impaired nurses. The articles will include identification, intervention, confrontation and reentry issues surrounding chemically impaired nurses.

If you or your group is interested in learning more about the issues involved with chemically impaired nurses or the Missouri State Board of Nursing's Disciplinary Process, please feel free to contact me at (314) 751-2334 Ext. 208. I will be happy to discuss these issues with you on the telephone or present a formal program to any interested group.

IDENTIFICATION OF THE CHEMICALLY IMPAIRED NURSE

If a nurse's job performance was noted to deteriorate accompanied by personality and behavior changes, would his/her peers suspect substance abuse? If not, they should think again. One would think that nurses with their extensive pharmacology background would be immune to chemical dependency. However, chemical dependency is alive and well in the nursing profession. Current statistics suggest that one out of seven nurses is or will become chemically dependent. In the State of Missouri there is a total of 75,110 nurses. Using this statistic that would calculate to 10,730 chemically dependent or chemically "impaired" Missouri nurses.

The majority of nurses utilize their employer as their source of drugs. There are three (3) basic methods of drug diversion. Drug substitution requires the nurse to substitute a look-alike substance for the chemical desired (withdrawing Demerol and replacing it with sterile water). False record keeping by the nurse is another method. It is not uncommon for these nurses to report more incidents of breakage, spillage, and wastage of controlled substances. The third form of drug diversion is theft.

The most frequently diverted drug is demerol. Other frequently abused and misappropriated drugs include Valium, Dilaudid, Morphine Sulfate, Fentanyl, Tylenol #3 and the codeine-containing drugs, Darvon, Seconal, Fiorinol, and Xanax. Nurses have also been found to abuse "street" drugs, but due to the accessibility of the narcotics found at their place of employment are used much less frequently.

Identifying a nurse under the influence of controlled substances or alcohol in the work place may not be as easy as it may appear. The nurse may back away from his/her peers so that smelling of their breath can not be done. The nurse may exhibit slurred speech, unsteady gait, tremors, dilated or constricted pupils, diaphoresis, or rhinorrhea. More general signs and symptoms can include the following: irritable with peers and patients; mood swings; isolates him/herself; numerous injuries; evidence of blackouts; strong interest in patient pain control medications; frequent trips to the restroom; illogical or sloppy charting. Discrepancies may be noted between what is charted on the patient medication administration record and the unit controlled substance sign-out documents as well as in the medication record and the patient's report.

IDENTIFICATION OF THE CHEMICALLY IMPAIRED NURSE (CON'T)

The chemically impaired nurse will not look like a skid-row bum or appear to be the worst nurse on a unit. Research findings indicate the impaired nurse is generally thought of as a "supernurse". They typically are bright, well educated, and graduated in the upper one-third of their nursing class. This nurse usually is respected by colleagues for outstanding job performance that continues even after the addiction develops.

Rehabilitation is the goal for the impaired nurse. Because these nurses generally have so much to offer the profession, it is a shame to see this talent wasted. More and more employers and Boards of Nursing are realizing what a tremendous resource these nurses are, and actively working with them to allow their continued nursing practice.

For years, health care employers have fired nurses whom they suspected of having a chemical dependency problem. This "throwaway" approach to the problem did little to encourage nurses to seek the chemical dependency treatment they so desperately needed. Today, more employers and Boards of Nursing are encouraging these nurses to seek help and assisting them in returning to work and maintaining abstinence. As a result of these measures, approximately eighty-five percent (85%) of impaired nurses can learn to control their disease and remain productive patient care providers.

EMPLOYERS NOTE:

At their June, 1989 meeting, the members of the Missouri State Board of Nursing voted to allow the release of licensure information, not currently allowed under the Mandatory Reporting Rule, provided the request is accompanied by an "Authorization of Release of Information" signed by the nurse in question. The Mandatory Reporting Rule (refer to Spring, 1988 Newsletter) only allows the release of complaint information when both the complainant and verifying employer are hospitals and/or ambulatory surgical centers. With a signed authorization form, the Board may release complaint information when either the complainant or inquiring employer is not a mandated reporter.

If you have questions or concerns about this, please feel free to contact the Discipline Coordinator at the Board office.

DISCIPLINARY HEARINGS

JUNE 20-23, 1989

RN108873: ORDER DATED JULY 19, 1989. REVOKED.

Licensee violated previous consent agreement by reporting to work in an intoxicated state and falsifying an employer evaluation form and employment application.

RN034770: ORDER DATED JULY 21, 1989. REVOKED.

Licensee plead guilty to two counts of neglect of a resident of a facility and knowingly neglected two residents at a long term care facility.

RN098700: ORDER DATED JULY 20, 1989. REVOKED.

Licensee's Kansas license was revoked for discrepancies in controlled substances records.

RN079372: ORDER DATED JULY 19, 1989. REVOKED.

Licensee failed to comply with terms of consent agreement by failing to disclose the restrictions placed on the registered nurse license to a potential employer.

PN032577: ORDER DATED JULY 21, 1989. REVOKED.

Licensee repeatedly presented forged prescriptions for darvocet, valium and demerol.

PN035675: ORDER DATED JULY 19, 1989. REVOKED.

Licensee violated terms of consent agreement by failing to provide required documentation and meet with the Board at their October 1988 meeting.

RN070400: DISCIPLINARY HEARING HELD. NO ACTION HEARING.

EMPLOYER ALERT

THE FOLLOWING INDIVIDUALS HAVE NEVER HELD A MISSOURI NURSING LICENSE:

JAMES MERKLEY

MARY ANN HUDSON

OTHER DISCIPLINARY ACTION
TAKEN BY THE BOARD

RN103754: CONSENT AGREEMENT DATED MAY 19, 1989. REVOKED. ORDER OF
REVOCATION STAYED. PROBATION FOR THREE YEARS EFFECTIVE MAY 19, 1989 THROUGH
MAY 19, 1992.

While employed as a registered nurse, licensee falsified hospital records concerning the administration and disposition of controlled substances. At another facility, the licensee failed to provide proper patient care including numerous medication errors.

RN109586: CONSENT AGREEMENT DATED JULY 28, 1989. REVOKED. ORDER OF
REVOCATION STAYED. PROBATION FOR TWO YEARS EFFECTIVE JULY 28, 1989 THROUGH
JULY 28, 1991.

While employed as a registered nurse, licensee misappropriated demerol from hospital supplies at two facilities. The licensee falsified records of the hospitals involved to conceal the misappropriation and self-administered the demerol.

PNO16012: CONSENT AGREEMENT DATED JULY 25, 1989. REVOKED. ORDER OF
REVOCATION STAYED. SUSPENDED FOR SIX MONTHS EFFECTIVE JULY 25, 1989 THROUGH
JANUARY 25, 1990. PROBATION FOR TWO YEARS EFFECTIVE JANUARY 25, 1990 THROUGH
JANUARY 25, 1992.

Licensee was arrested for driving while intoxicated. When arrested, the licensee had one capsule of restoril which came from the employer's supplies. Licensee pled guilty to felony possession of diazepam in circuit court and guilty to a reduced charge of careless and imprudent driving in municipal court.

RN096358: CONSENT AGREEMENT DATED JULY 17, 1989. REVOKED. ORDER OF
REVOCATION STAYED. PROBATION FOR TWO YEARS EFFECTIVE JULY 17, 1989 THROUGH
JULY 17, 1991.

Licensee misappropriated a blank prescription form from employer, filled out the prescription form in the spouse's name for twenty tablets of 50mg demerol and forged the name of one of the physicians on the prescription form. Licensee attempted to have the prescription filled at a local pharmacy but left when the pharmacist had to check on the prescription. Licensee admitted these actions to the employer.

PNO32481: CONSENT AGREEMENT DATED AUGUST 8, 1989. REVOKED. ORDER OF
REVOCATION STAYED. SUSPENDED FOR SIX MONTHS EFFECTIVE AUGUST 8, 1989 THROUGH
FEBRUARY 8, 1990. PROBATION FOR TWO YEARS EFFECTIVE FEBRUARY 8, 1990 THROUGH
FEBRUARY 8, 1992.

Licensee failed to properly handle and document the handling of controlled substances at three places of employment.

OTHER DISCIPLINARY ACTION TAKEN BY THE MISSOURI STATE BOARD OF NURSING
(CONTINUED)

PNO39198: CONSENT AGREEMENT DATED AUGUST 10, 1989. REVOKED. ORDER OF REVOCATION STAYED. PROBATION FOR TWO YEARS EFFECTIVE AUGUST 10, 1989 THROUGH AUGUST 10, 1991.

While employed as a licensed practical nurse, the licensee developed an attendance problem resulting from the licensee's dependence on controlled substances. The licensee was using various drugs which were obtained through prescriptions from local doctors. The licensee became dependent on mepergan which was prescribed as treatment for migraine headaches.

RNO97261: SETTLEMENT DATED JULY 28, 1989. REVOKED. ORDER OF REVOCATION STAYED. PROBATION FOR FIVE YEARS EFFECTIVE JULY 28, 1989 THROUGH JULY 28, 1994.

Licensee misappropriated narcotics from the employer, refused to give assistance to a licensed practical nurse when asked and reported receiving a verbal order from a physician for morphine pump when in fact the physician gave no such order.

RN108892: CONSENT AGREEMENT DATED AUGUST 8, 1989. REVOKED. ORDER OF REVOCATION STAYED. SUSPENDED SIX MONTHS EFFECTIVE AUGUST 8, 1989 THROUGH FEBRUARY 8, 1990. PROBATION FOR TWO YEARS EFFECTIVE FEBRUARY 8, 1990 THROUGH FEBRUARY 8, 1992.

Licensee is chemically dependent with a history of dependence on alcohol and cocaine. Licensee relapsed by using cocaine in September, 1988.

RN112596: CONSENT AGREEMENT DATED MAY 18, 1989. PROBATION FOR TWO YEARS EFFECTIVE MAY 18, 1989 THROUGH MAY 18, 1991.

The licensee previously held a license as a registered nurse in Missouri which was revoked in 1985. The licensee also took a job which required licensure and began orientation at a time when the licensee did not have a license or temporary work permit in Missouri.

RN112887 CONSENT AGREEMENT DATED AUGUST 25, 1989. PROBATION FOR TWO YEARS EFFECTIVE AUGUST 28, 1989 THROUGH AUGUST 25, 1991.

Licensee's abuse of alcohol impaired her ability to perform functions and duties of a nurse while in nursing school.

RN112950 CONSENT AGREEMENT DATED AUGUST 25, 1989. PROBATION FOR TWO YEARS EFFECTIVE AUGUST 25, 1989 THROUGH AUGUST 25, 1991.

Licensee indicated a history of chemical dependency while in nursing school which affected school work, attendance and mental health to deteriorate.

OTHER DISCIPLINARY ACTION TAKEN BY THE MISSOURI STATE BOARD OF NURSING
(CONTINUED)

RN112802 CONSENT AGREEMENT DATED JANUARY 25, 1989. PROBATION FOR TWO YEARS
EFFECTIVE JANUARY 25, 1989 THROUGH JANUARY 25, 1991.

Licensee indicated a history of chemical dependency on application for licensure in Missouri.

PROBATION COMPLETED

<u>NAME</u>	<u>LICENSE NUMBER</u>
RONALD HELFERSTAY	RN082645
CONNIE INGRASSIA	RN049423
LYNNE COBB	RN064592
PATTI JOYCE GOSSETT BLEVINS-THOMAS	PN027500
EDNA HARDRIDGE ANDERSON	PN039259
ELIZABETH AUBREY GILKERSON	PN031222
BARBARA THUETT	RN067063

ATTENTION SCHOOLS OF NURSING

FORMS....FORMS...FORMS

Schools of Nursing must submit the correct forms to the Board of Nursing Office. At the "Step by Step" seminar sponsored by the Board in March, books were distributed with all updated forms for use by schools included. The updated forms require different information than was required on the previous forms. In the future, if an incorrect form is submitted to the Board it will be returned to the school. Please contact the Board of Nursing office if you are not certain that your school is using the current forms.

SUMMARY OF DISCIPLINARY ACTION TAKEN BY THE STATE BOARD OF NURSING

<u>NAME</u>	<u>TYPE</u>	<u>NUMBER</u>	<u>ACTION</u>	<u>EFFECTIVE DATES</u>
Allen, Alicia	LPN	040275	Probation	01/28/88 to 01/28/90
Aschbacher, James	RN	074628	Suspended	06/23/86 to 12/23/86
			Probation	12/23/86 to 12/23/89
Bacon, Joseph	LPN	031878	Revoked	06/30/88
Barker, Susan	RN	108415	Probation	11/16/87 to 11/16/89
Barnes, Diane	RN	096192	Probation	11/12/87 to 11/12/91
Barnes, Willow	RN	070118	Probation	08/12/87 to 08/12/89
Barnhurst, Katherine	LPN	037886	Lapsed	File Flagged
Bartee, Kathleen K.	RN	088610	Probation	11/06/87 to 11/06/91
Beasley, Betty	RN	084518	Revoked	04/25/88
Benedict, Deborah	LPN	030814	Probation	01/28/88 to 01/28/91
Bennett, Cynthia	RN	074728	Revoked	10/14/88
Bower, Evelyn	LPN	028227	Probation	04/05/88 to 04/05/90
Boyer-Hottinger, Pamela Sue	N/A	N/A	Not Licensed	XXXXXXXXXXXXXXXXXXXX
Brainer, Janice	RN	111990	Probation	03/09/89 to 03/09/91
Bratcher, Carolyn Brink	LPN	024561	Probation	02/09/88 to 02/09/90
Brombolich, Mary	RN	072821	Suspended	07/01/87 to 01/01/88
			Probation	01/01/88 to 01/01/91
Brown, Janice	RN	061847	Probation	08/22/88 to 08/22/90
Buck, Obie, Jr.	LPN	031675	Probation	11/17/86 to 11/17/89
Buckner, Linda	RN	068342	Revoked	10/14/88
Burgoyne, Richard	RN	099704	Probation	02/10/88 to 02/10/91
Carter, Geraldean	LPN	025574	Suspended	02/23/89 to 02/23/90
			Probation	02/23/90 to 02/23/92
Cathey, Etta Mae Henderson	RN	058883	Revoked	08/21/87
Christeson, Katherine	LPN	035675	Revoked	07/19/89
Clark, Kimberly (Smith)	RN	079372	Revoked	07/19/89
Clark, Sue	RN	045475	Suspended	08/05/87 to 02/05/88
			Probation	02/05/88 to 02/05/91
Cloud, Michael	LPN	035746	Probation	12/16/88 to 12/16/90
Coleman, Elizabeth	RN	051941	Revoked	06/30/88
Collins, Janice	N/A	N/A	Not Licensed	XXXXXXXXXXXXXXXXXXXX
Cooper, Brenda	LPN	015252	Revoked	11/03/87
Crane, Rebecca Baxter	RN	101965	Probation	03/21/88 to 03/21/91
Crawford, Gloria J.	LPN	025303	Probation	One Year From Date Renewed
Crider, Rebecca	LPN	041314	Revoked	04/13/89
Crum, Gary	RN	102606	Revoked	08/26/88
Curtis, Iva Pauline	LPN	022588	Revoked	11/03/87
Cyprian, Glenda	RN	088436	Suspended	08/22/88 to 02/22/89
			Probation	02/22/89 to 02/22/91
Daniels, Becky	RN	089193	Probation	01/28/88 to 01/28/90
Dechant, Julie	RN	097261	Probation	07/28/89 to 07/28/94
Deren, Tonia Sue	LPN	037134	Probation	12/14/88 to 12/14/90
DeWitt, Linda	RN	078948	Probation	01/28/87 to 01/28/90
Deyoe, Tari Ann	RN	112802	Probation	01/25/89 to 01/25/91
Dignan, Nancy	RN	100851	Revoked	01/30/89
Dowdell, Donna	RN	098666	Probation	09/02/88 to 09/02/91
Doyebi, Sherry	RN	109506	Probation	05/06/89 to 05/16/91

SUMMARY OF DISCIPLINARY ACTION TAKEN BY THE STATE BOARD OF NURSING, cont.

<u>NAME</u>	<u>TYPE</u>	<u>NUMBER</u>	<u>ACTION</u>	<u>EFFECTIVE DATES</u>
Drury, Charlene J. Brackett	RN	105112	Suspended	11/06/86 to 05/06/87
			Probation	05/06/87 to 05/06/92
Dunlap, Robert Lee	LPN	036549	Probation	03/23/89 to 03/23/91
Eldridge, Raymond	RN	079239	Probation	08/22/88 to 08/22/90
Elliott, Robert H	RN	103754	Probation	05/19/89 to 05/19/92
Embree, Jerry	RN	096160	Suspended	04/26/88 to 04/26/89
			Probation	04/26/89 to 04/26/91
Essary, Susan	LPN	022633	Probation	04/20/87 to 04/20/90
Farley, Mary Kathleen	RN	112887	Probation	08/25/89 to 08/25/91
Farrow, Michelle	RN	085540	Voluntary Surrender	09/13/88
Fetters, James	RN	101269	Suspended	07/27/88 to 07/27/89
			Probation	07/27/89 to 07/27/91
Fiedler, Loretta Ann	RN	034969	Probation	02/05/88 to 02/05/90
Fiscus, Mary Catherine	RN	087624	Probation	01/20/88 to 01/20/91
Flavin, Rachael	RN	100614	Probation	03/23/89 to 03/23/91
Flowers, Charles	RN	045212	Suspended	04/14/86 to 10/14/86
			Probation	10/14/86 to 10/14/89
Floyd, Carolyn	RN	084340	Revoked	04/13/89
Forest, Robert G.	LPN	035176	Probation	02/05/88 to 02/05/90
Foster, Patti J.	LPN	032577	Revoked	07/21/89
Foulon, Thomas, Jr.	RN	069674	Probation	09/08/87 to 09/08/90
Fox, Beverly Ellerbrook	LPN	039413	Revoked	12/05/88
Franklin, David Mark	RN	090577	Probation	08/13/85 to 08/13/88
Fronick, Karen	RN	062553	Probation	10/30/87 to 10/30/90
Frye, Jane	RN	085384	Probation	10/26/87 to 10/26/89
Fugate, Judy Marie	RN	082748	Probation	10/01/86 to 10/01/89
Funk, Sherry	RN	093729	Probation	08/03/87 to 08/03/90
Gaffney, Tina	RN	084712	Suspended	09/22/87 to 09/22/88
			Probation	09/22/88 to 09/22/91
Gajewski, Ronald A.	RN	071505	Probation	02/05/88 to 02/05/91
Gawles, Robert	RN	101324	Probation	04/27/88 to 04/27/90
Ghys, Barbara	RN	092759	Probation	12/05/88 to 12/05/90
Gray, Stuart	RN	111006	Probation	08/24/88 to 08/24/90
Griggs, Joe David	RN	105033	Revoked	04/05/88
Haggard, Donald	LPN	02405	Revoked	01/23/89
Hays, Randall	RN	098049	Revoked	05/19/88
Hodgson, Mary Ruth	RN	081533	Suspended	01/24/86 to 01/24/88
			Probation	01/24/88 to 01/24/91
Hoffelt, Donald	RN	088650	Voluntary Surrender	05/03/89
Hoffman, Sandra	LPN	032816	Probation	08/22/88 to 08/22/90
Holland, Gwendolyn	RN	095077	Suspended	07/31/86 to 07/31/87
			Probation	07/31/87 to 07/31/90
Houle, Patricia	RN	111657	Probation	12/07/88 to 12/07/90
Hudson, Mary Ann	N/A	N/A	Not Licensed	XXXXXXXXXXXXXXXXXXXX
Huffman, Charles	RN	042981	Suspended	04/05/88 to 04/05/90
			Probation	04/05/90 to 04/05/93
Hunter, Maryan Al-Ghofoor*	N/A	N/A	Not Licensed	XXXXXXXXXXXXXXXXXXXX

*Hunter, Maryan Al-Ghofoor: Also known as - Smith, Maryan

 SUMMARY OF DISCIPLINARY ACTION TAKEN BY THE STATE BOARD OF NURSING, cont.

<u>NAME</u>	<u>TYPE</u>	<u>NUMBER</u>	<u>ACTION</u>	<u>EFFECTIVE DATES</u>
Isaacs, Kelley	LPN	036243	Probation	02/01/89 to 02/01/91
Jessip, Roberta	LPN	029537	Suspended	02/05/88 to 02/05/89
			Probation	02/05/89 to 02/05/91
Johnson, Eva Whitener	LPN	012871	Revoked	02/05/88
Jones, Judith Ann	LPN	039321	Probation	03/23/89 to 03/23/91
Jones, Gary David	LPN	031887	Revoked	04/14/88
Jones, Martha	RN	070400	Probation	10/26/87 to 10/26/89
Kirby, Bridgette	LPN	037026	Revoked	04/25/88
Kuehn, Mabel	RN	059286	Revoked	04/13/89
Kumm, Bryan	RN	095976	Probation	01/28/88 to 01/28/90
Kuenker, Lisa	RN	064126	Suspended	07/18/88 to 07/18/89
			Probation	07/18/89 to 07/18/91
Lambert, Janet	LPN	020159	Revoked	10/26/87
Lavinder, Mark	RN	098248	Revoked	07/17/88
Land, Rhonda	LPN	016012	Suspended	07/25/89 to 01/25/90
			Probation	01/25/90 to 01/25/92
Lay, Alice	LPN	026858	Suspended	08/23/87 to 02/23/88
			Probation	02/23/88 to 02/23/91
Leas, Jennifer Rittman	RN	069657	Probation	04/10/86 to 04/10/90
Lewenczuk, Marie	LPN	041342	Probation	12/30/88 to 12/30/90
Littlepage, Richard	LPN	037076	Revoked	02/05/88
Logan, Linda Mattli	RN	081553	Probation	10/16/85 to 10/16/89
Long, April	RN	058896	Probation	07/22/87 to 07/22/90
Long, Tana Wright	RN	094103	Revoked	11/03/87
Lukefahr, Karen	RN	079612	Probation	02/10/89 to 02/10/90
McClain, Nadene Helton	LPN	026753	Suspended	08/25/86 to 08/25/89
			Probation	08/25/89 to 08/25/92
McCleary, Augustine M.	LPN	028572	Suspended	02/03/89 to 11/03/89
			Probation	11/03/89 to 11/03/92
McCroskey, Jack	RN	063334	Probation	02/22/89 to 02/22/91
McDaniel, Kerri Bernice	RN	112950	Probation	08/25/89 to 08/25/91
McIntosh, Faith	LPN	033421	Not Licensed	XXXXXXXXXXXXXXXXXXXX
Marti, Gloria Sue	LPN	011916	Suspended	02/09/88 to (*see below)
Mayfield, Jennie	RN	109935	Probation	08/22/88 to 08/22/90
Mealey, Kathryn	RN	109586	Probation	07/28/89 to 07/28/91
Meehan, Beverly	RN	090059	Probation	09/21/87 to 09/21/90
Merkley, James	N/A	N/A	Not Licensed	XXXXXXXXXXXXXXXXXXXX
Messic-Shadwell, Rosemary	RN	079895	Probation	12/05/88 to 12/05/90
Miller, Carol Ann	LPN	030405	Probation	04/16/87 to 04/16/90
Miller, Gregory	RN	066844	Revoked	10/13/88
Mitchell, Lavonda	LPN	032588	Revoked	01/30/89
Moix, Margie Dean	RN	043034	Voluntary Surrender	11/02/88
Moody, Edmund	LPN	027657	Revoked	04/29/88
Morrow, William Jr.	RN	099683	Probation	06/08/88 to 06/08/90
Morton, Sandra	RN	086593	Probation	02/10/88 to 02/10/90
Murdick, Janet	RN	096358	Probation	07/27/89 to 07/17/91
Murphy, Howard	RN	067285	Probation	01/12/88 to 01/12/91
Nolie, Russell	RN	072865	Probation	09/03/86 to 09/03/89

*Until notification is received indicating license has been cleared in:
 Marti, Gloria Sue . . . Florida

SUMMARY OF DISCIPLINARY ACTION TAKEN BY THE STATE BOARD OF NURSING, cont.

<u>NAME</u>	<u>TYPE</u>	<u>NUMBER</u>	<u>ACTION</u>	<u>EFFECTIVE DATES</u>
Notheis, Rose	RN	044744	Suspended	01/04/89 to 01/04/90
			Probation	01/04/90 to 01/04/93
Novinger, Patsy	RN	099815	and	
	LPN	016967	Probation	04/25/88 to 04/25/90
Orine, Margaret	RN	060586	Probation	03/23/89 to 03/23/91
Panzica, Jamie	RN	094651	Probation	08/13/87 to 08/13/90
Paradise, Maria	RN	103244	Revoked	04/13/89
Parker, Penny	RN	048257	Probation	01/12/88 to 01/12/91
Payne, Deborah	LPN	028374	Revoked	09/28/87
Perry, Andrew D	RN	108892	Suspended	08/08/89 to 02/08/90
			Probation	02/08/90 to 02/08/92
Petrasek, Pamela	RN	099281	Revoked	08/21/87
Pozywio, Sandra Lynn	RN	112596	Probation	05/18/89 to 05/18/91
Preston, Laura	LPN	035190	Suspended	04/20/89 to 04/20/90
			Probation	04/20/90 to 04/20/92
Priefer, Dormalee Misemer	N/A	N/A	Not Licensed	XXXXXXXXXXXXXXXXXXXXX
Respress, Renee	RN	094740	Suspended	02/22/89 to 08/22/89
			Probation	08/22/89 to 08/22/91
Reynaud, Janet	RN	076580	Probation	02/17/89 to 02/17/90
Reynolds, Linda	RN	067157	Probation	06/09/88 to 06/09/90
Rhoads, Luella Fay	RN	091257	Probation	02/09/88 to 02/09/91
Rhodes, Jill Neupert	LPN	022734	Revoked	11/03/87
Rice-Swilling, Remeal	RN	070203	Probation	12/05/88 to 12/05/90
Rigby, Joan	RN	081253	Probation	03/24/88 to (*see below)
Ripsey, Louise	RN	094421	Suspended	04/21/86 to 04/21/87
			Probation	04/21/87 to 04/21/90
Rodewald, Martha	RN	106176	Probation	12/07/88 to 12/07/90
Roelling, Sharon	RN	098019	Probation	02/17/89 to 02/17/90
Rothentheber, Mary Rose	LPN	019806	Probation	03/14/88 to 03/14/90
Salas, Cynthia	LPN	031085	Probation	11/19/86 to 11/19/90
Sassi, Barbara	RN	092423	Revoked	05/01/89
Schuster, Thomas	RN	081284	Probation	09/11/87 to 09/11/90
Schwartz, Janice	RN	065512	Probation	02/23/89 to 02/23/91
Scroggins, John Perry	RN	091101	Suspended	01/28/88 to 01/28/91
			Probation	01/28/91 to 01/28/96
Searcy, Dick	RN	067578	Revoked	10/14/88
Semple, Deborah Ochoa	RN	078157	Suspended	10/08/86 to 10/08/87
			Probation	10/08/87 to 10/08/90
Shaffer, Kathleen	RN	081063	Suspended	04/19/89 to 10/19/89
			Probation	10/19/89 to 10/19/91
Shanahan, Mary	RN	095104	Probation	08/21/87 to 08/21/89
Sharp, Marcelay	RN	098336	Suspended	10/05/87 to 04/05/88
			Probation	04/05/88 to 08/13/90
Shaw, Juanita G	LPN	028227	Probation	12/05/88 to 12/05/89
Shipman, John Walter	N/A	N/A	Not Licensed	XXXXXXXXXXXXXXXXXXXXX

*Until notification is received indicating license has been cleared in:

Rigby, Joan. Iowa

SUMMARY OF DISCIPLINARY ACTION TAKEN BY THE STATE BOARD OF NURSING, cont.

<u>NAME</u>	<u>TYPE</u>	<u>NUMBER</u>	<u>ACTION</u>	<u>EFFECTIVE DATES</u>
Siler, Donna M	LPN	032481	Suspended	08/08/89 to 02/08/90
			Probation	02/08/90 to 02/08/92
Smith, Maryan**	N/A	N/A	Not Licensed	XXXXXXXXXXXXXXXXXXXX
Smith, Michael	LPN	031266	Probation	05/27/88 to 05/27/92
Sooter, Martha	RN	064567	Probation	09/12/86 to 09/12/89
Spera, Kevin	RN	091153	Probation	02/09/88 to 02/09/91
Steadman, Wanda	RN	108873	Revoked	07/19/89
Steckel, Shari	RN	067804	Suspended	11/02/88
Stenberg, Beverly	LPN	039413	Probation	06/17/87 to 06/17/89
Stough, Barbara	RN	096449	Probation	05/13/87 to 05/13/90
Sturgis, Margaret	LPN	039198	Probation	08/10/89 to 08/10/91
Sullivan, Linda	N/A	N/A	Not Licensed	XXXXXXXXXXXXXXXXXXXX
Swiderski, Kathryn	RN	073398	Probation	06/15/88 to 06/15/90
Thompson, C. Raymond	RN	075561	Revoked	09/08/87
Thurman, Vera	RN	031037	Voluntary Surrender of License	
Tiller, Lillie	RN	034770	Revoked	07/21/91
Topping, Mary Ann	RN	068533	Suspended	04/16/87 to 01/01/88
			Probation	01/01/88 to 04/16/91
Townzen, Bruce	RN	094940	Probation	12/14/88 to 12/14/90
Trichell, Elizabeth	RN	097990	Suspended	01/28/87 to *(see below)
Tucker, Sheila	RN	103778	Probation	01/12/88 to 01/12/90
Tweedie, Carolyn Tidmus	N/A	N/A	Not Licensed	XXXXXXXXXXXXXXXXXXXX
Tye, Jennifer	RN	089127	Suspended	08/31/87 to 11/01/87
			Probation	11/01/87 to 08/31/91
Tyler, Alice D	LPN	028117	Suspended	03/23/89 to 03/23/90
			Probation	03/23/90 to 03/23/92
Urban, Anna Marie	RN	098700	Revoked	07/20/89
Utlaut, Sonja	RN	091251	Probation	12/05/88 to 12/05/90
Vanderent, Lori	LPN	037161	Suspended	12/20/88 to 12/20/90
			Probation	12/20/90 to 12/20/92
Vohsen, Sharon	RN	080052	Suspended	09/10/87 to 03/10/88
			Probation	03/10/88 to 03/10/91
Wagoner, Deborah Dee	N/A	N/A	Not Licensed	XXXXXXXXXXXXXXXXXXXX
Walden, James Adair	RN	92291	Probation	01/13/89 to 01/13/92
Warmboldt, Deborah	N/A	N/A	Not Licensed	XXXXXXXXXXXXXXXXXXXX
Warren, Josephine	LPN	035933	Probation	03/04/88 to 03/04/90
Warrington, Susan	RN	054346	Revoked	10/14/88
Welch, Karen	RN	092069	Suspended	01/26/88 to 07/26/88
			Probation	07/26/88 to 07/26/91
Welker, Sandra Tabaka	RN	076837	Revoked	02/24/87
Williams, Dorothy	RN	083745	Revoked	10/14/88

**Smith, Maryan: Also known as - Hunter, Maryan Al-Ghofoor

*Until notification is received indicating license has been cleared in:

Trichell, Elizabeth . . . Oklahoma

SUMMARY OF DISCIPLINARY ACTION TAKEN BY THE STATE BOARD OF NURSING, cont.

<u>NAME</u>	<u>TYPE</u>	<u>NUMBER</u>	<u>ACTION</u>	<u>EFFECTIVE DATES</u>
Womelduff, Sage	LPN	026831	Suspended	03/14/88 to 09/14/88
			Probation	09/14/88 to 09/14/91
Woods, Judy	RN	092715	Probation	11/08/88 to 11/08/90
Woodson, Beverly	RN	052230	Probation	11/02/88 to 11/02/90
Yocum, Paulette Lampkins	LPN	014956	Probation	05/28/89 to 05/28/91
Young, Suzanne	LPN	024328	Probation	12/16/88 *see below
Zacha, Kimberly Neighbors	N/A	N/A	Not Licensed	XXXXXXXXXXXXXXXXXXXX

*Suzanne Young, LPN 024328 Until completion of probation with the Department of Corrections.

NOTICE OF INVALID LICENSE

As of September 1, 1989 the following individuals hold a 1989/90 nursing license. These licenses are not valid:

<u>NAME</u>	<u>LICENSE NUMBER</u>	<u>FEE TYPE</u>	<u>AMOUNT</u>	<u>NOTICES SENT</u>
Boler, Patricia	RN084965	Renewal	\$16.00	06/22/89 08/02/89
Bratton, Norma	RN108936	Renewal	\$16.00	05/22/89 08/01/89
Byrne, Pati	RN066644	Renewal	\$16.00	05/03/89 08/01/89
Cermak, Katherine	RN065445	Renewal	\$16.00	06/22/89 08/01/89
Conley, Betty	RN090272	Renewal	\$16.00	05/31/89 08/01/89
Edwards, Marsha	PN036391	Renewal	\$16.00	06/12/89 08/01/89
Gorman, Sharon	PN028142	Renewal	\$16.00	06/26/89 08/01/89
Lacy, Leslie	RN045155	Renewal	\$16.00	05/31/89 08/01/89
McGougall, Marilyn	PN039435	Renewal	\$16.00	06/16/89 08/01/89
Rowe, Henrietta	PN039547	Renewal	\$16.00	05/31/89 08/01/89
Taylor, Lillian	PN020847	Renewal	\$16.00	06/26/89 08/01/89
Tolin, Karen	RN099182	Renewal	\$16.00	06/22/89 08/01/89
Wilson, Dawn	PN035846	Renewal	\$16.00	06/22/89 08/01/89

Missouri State Board of Nursing
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